

WTVF-TV
EEO PUBLIC FILE REPORT
December 7, 2012 – March 31, 2013

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for the Recruitment Source Data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy¹	Referral Source Referring Hiree
Newscast Producer	1-35,37	22
Newscast Producer	1-35, 37	37
Technical Operator	1-35	22
JBG – Analyst-End User Services	1-38, 41	19

Journal Broadcast Group took ownership of WTVF on December 7, 2012.
This report contains only those vacancies filled for the reporting period of December 7, 2012 to March 31, 2013.

¹ Please see Section II for details concerning sources that requested vacancy notifications. For each position on this report, the station notified all sources that have requested to receive vacancy notifications.

WTVF-TV
EEO PUBLIC FILE REPORT
December 7, 2012 – March 31, 2013

II. MASTER RECRUITMENT SOURCE LIST

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requesting Vacancy Notification Yes/No	Number of Interviews Referred by RS in period covered by this report.
1	Anthem Career College-Career Services 560 Royal Pkwy Nashville, TN 37214 Rachel Chandler rchandler@anthem.edu 615-232-3700	Y	
2	Austin Peay University - Career Services PO Box 4745 Clarksville, TN 37044 Tamara Bey beyt@apsu.edu 931-221-7896	Y	
3	Belmont University Career Placement 1900 Belmont Blvd Nashville, TN 37212 Laura Wheeler careerservices@belmont.edu 615-460-6490	Y	
4	Clarksville, Montgomery Cty Career Center 350 Pageant Lane, Suite 406 Clarksville, TN 37040 Angie Hopkins angela.hopkins@tn.gov 931-648-5530	N	
5	CSB School of Broadcasting 25 Century Blvd, Suite 103 Nashville, TN 37214 Rob Learmont jobs@gocsb.com 615-884-0299	Y	
6	DeVry University 3343 Perimeter Hill Drive, Ste 200 Nashville, TN 37211 Crystal Turner Cturner3@devry.edu 615-445-3465	Y	1
7	East Tennessee State University Career Services PO Box 70718 Johnson City, TN 37614 https://etsu-csm.symplicity.com/employers 423-439-4441	Y	

WTVF-TV
EEO PUBLIC FILE REPORT
December 7, 2012 – March 31, 2013

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requesting Vacancy Notification Yes/No	Number of Interviews Referred by RS in period covered by this report.
8	Fisk University 1000 17th Avenue North Nashville, TN 37208 Natava Garvin ngarvin@fisk.edu 615-329-8635	Y	
9	ITT Technical Institute 2845 Elm Hill Pike Nashville, TN 37214-3717 Yvonne Cano ycano@itt-tech.edu 615-889-8700	Y	
10	KY Assoc for Career & Technical Education PO Box 4583 Frankford, KY 40604 Michael Stone 502-223-1823	N	
11	LDS Employment Resource Services 19 Industrial Park Dr Hendersonville, TN 37075 Mary Kinney wel-ec-nashville@ldschurch.org 615-812-9929	Y	
12	Lipscomb University Career Placement Center 2901 Granny White Pike Nashville, TN 37204 Beverly Langford careerdevelopment@lipscomb.edu 615-966-1792	N	
13	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone medialine@medialine.com 800-237-8073	Y	
14	Middle TN Career Center 621 Mainstream Drive, Suite 210 Nashville, TN 37228 Frank Hayes frank.hayes@nashville.gov 615-253-8920	Y	

WTVF-TV
EEO PUBLIC FILE REPORT
December 7, 2012 – March 31, 2013

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requesting Vacancy Notification Yes/No	Number of Interviews Referred by RS in period covered by this report.
15	Middle TN State University Career Services PO Box 2 Murfreesboro, TN 37132 https://mtsu-csm.symplicity.com/employers 615-898-2500	Y	
16	MTTV - MTSU 1301 E Main St / MTSU Box 663 Murfreesboro, TN 37130 Iain Donham mttv@mtsutv.org 615-898-5050	Y	
17	Murray State University Career Service Center 218 Ordway Hall Murray, KY 42071 Regina Hudspeth vhudspeth@murraystate.edu 270-809-3735	N	
18	NAACP-Nashville Chapter 1308 Jefferson St Nashville, TN 37208 Sonnye Dixon 615-329-0999	Y	
19	Nashville State Community College Career Employment Center 120 White Bridge Rd Nashville, TN 37209 Lisa Fletcher cec@nscc.edu 615-353-3248	Y	3
20	NATAS - Nat'l Academy of Arts & Sciences 27 Music Square East Nashville, TN 37203 www.emmyonline.org 615-259-0040	N	
21	National College of Business & Technology 1638 Bell Rd Nashville, TN 37211 Terry Davis-McCall 615-333-3344	Y	
22	NewsChannel 5 Network (WTVF) (station website) www.newschannel5.com	N	6

WTVF-TV
EEO PUBLIC FILE REPORT
December 7, 2012 – March 31, 2013

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requesting Vacancy Notification Yes/No	Number of Interviews Referred by RS in period covered by this report.
23	Sewanee University of the South Career Services 735 University Avenue Sewanee, TN 37383 Hilda Vanghan careers@sewanee.edu 931-598-1121	Y	
24	South Central Career Center 119 Nashville Highway, Suite 106 Columbia, TN 38401 Judy Vick 931-490-3792	Y	
25	Tennessee Association of Broadcasters Two International Plaza Dr #507 Nashville, TN 37217 www.tabtn.org 615-365-1840	N	
26	TN State University Career Center 3500 John Merritt Blvd. Nashville, TN 37209 https://tnstate-csm.symplicity.com/employers 615-963-5981	Y	
27	Tennessee Tech University Director of Career Service PO Box 5021 Cookeville, TN 38505 Lynn Haley career@tntech.edu 931-372-3232	N	
28	Trevecca Nazarene University Career & Counseling Center 333 Murfreesboro Rd Nashville, TN 37210 Ronie McPeak rmcpeak@trevecca.edu 615-248-1237	Y	
29	TV Jobs.com PO Box 4116 Oceanside, CA 92052 www.tvjobs.com 800-374-0119	N	1

WTVF-TV
EEO PUBLIC FILE REPORT
December 7, 2012 – March 31, 2013

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requesting Vacancy Notification Yes/No	Number of Interviews Referred by RS in period covered by this report.
30	University of Tennessee-Knoxville 333 Communications Building Knoxville, TN 37996-0333 Chandra Eskridge/Barbara Moore 865-974-4291	N	
31	University of TN-Martin Dept of Communication 305 Gooch Hall Martin, TN 38238 Rodney Freed rfreed@utm.edu 731-587-7532	N	
32	Urban League of Middle TN 2250 Metro Center Blvd Nashville, TN 37228 Shana Guyton sguyton@urbanleagueofmidtn.org 615-254-0525	Y	
33	Volunteer State Community College 1480 Nashville Pike Gallatin, TN 37066 Mel Timberlake mel.timberlake@volstate.edu 615-452-8600 x2218	Y	
34	Western Kentucky University Career Services Center #1 Big Red Way Bowling Green, KY 42101 https://wku-csm.symplicity.com/employers 270-745-3095	Y	
35	Employee Referral	N	2
36	Internal Posting / Candidate	N	
37	Non-Employee Referral	N	2
38	Self Referral	N	
39	B-Roll (Television News Photography) 1623 D Street NE Washington DC 20002 Kevin Johnson www.b-roll.net 202-470-5396	N	

WTVF-TV
EEO PUBLIC FILE REPORT
December 7, 2012 – March 31, 2013

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requesting Vacancy Notification Yes/No	Number of Interviews Referred by RS in period covered by this report.
40	National Press Photographers Assoc (NPPA) 3200 Croasdaile Dr, Ste 306 Durham, NC 27705 Mindy Hutchison www.nppa.org 919-383-7246	N	
41	Journal Communications (Corporate office) Aileen Rosado, HR Coordinator arasado@jrn.com 414-224-2645	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			15

WTVF-TV
EEO PUBLIC FILE REPORT
December 7, 2012 – March 31, 2013

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
	Note: Journal Broadcast Group took ownership of WTVF on December 7, 2012. This report contains only recruitment initiatives for the reporting period of December 7, 2012 to March 31, 2013.	
1	Internship Programs	<p>Our Station hosts college interns on an ongoing basis. Interns receive hands-on training in a variety of skills, including operating a studio camera, writing for broadcast, timing newscasts, using broadcasting equipment, and effective story-telling.</p> <p>During the reporting period, the Station hosted 24 interns, as follows:</p> <ul style="list-style-type: none"> • Fall 2012 - News Department (3); NewsChannel 5+ (1); Talk of the Town (5); Production (1) • Spring 2013 - News Department (5); NewsChannel 5+ (3); Talk of the Town (5); Production (1).
2	Events or Programs Sponsored by Educational Institution Relating to Broadcast Careers	On February 5, 2013, a WTVF Reporter and a Producer participated in Career Day at Ezell-Harding School. They spoke to approximately 100 students, ages 14 to 17, about careers in broadcasting and their personal career paths.
		On March 25, 2013, a WTVF Producer spoke to a group of approximately 40 communications students at Tennessee State University. She discussed the variety of job opportunities available behind the scenes at a television station.
		On March 25, 2013 the Assistant News Director took part in Mock Interviews at the School of Communication at Lipscomb University. After interviewing students interested in media careers, she gave them face to face feedback designed to improve their chances of securing a job as a broadcast professional.
3	Other Activity Designed to Disseminate Information About Broadcast Careers	Several WTVF employees served on a committee with the National Association of Black Journalists to organize and book a Student Media Conference in Nashville on March 23, 2013. A Producer and Meteorologist assisted in booking panelists and setting up the venue. The Assignment Manager served as emcee. An Anchor and a Reporter spoke on a panel called, "So You Want To Be A Journalist? What You Need To Know." Approximately 120 local high school and college students attended.